



Ministry of Defence Police

Freedom of Information Manager

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Our Ref: eCase: FOI2018/11902 RFI:300/18

Date: 16 October 2018

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: REASONABLE ADJUSTMENTS

I refer to your e-mail dated 20 September 2018, which was acknowledged on the same date.

We are treating your e-mail as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your e-mail you requested the following information:

1. **“Currently how many officers force wide are on reasonable adjustments (both temporary & permanent)?**
2. **Where are these officers located (department/station)?**
3. **What roles are these officers currently undertaking within the force?**
4. **What number of these are currently in Authorised Firearms Officer (AFO) posts?**
5. **Out of the officers how many are currently listed as Temporary Non Capable and Permanent Non Capable?**
6. **How many of these are due to their inability to pass the force fitness test for whatever reasons?**
7. **How many officers are seconded to the vetting agency?**
8. **Out of these how many, if not all, are seconded due to a reasonable adjustment or inability to pass the force fitness test?**

9. How many officers are currently within the Unsatisfactory Performance Process (UPP)?”

A search for information has now been completed by the Ministry of Defence Police and I can confirm that we do hold information in scope of your request.

1. “Currently how many officers force wide are on reasonable adjustments (both temporary & permanent)?

357

2. Where are these officers located (department/station)?

Tailored Reasonable Adjustments

Area	No
Control Room	22
HQ Operations / Standards	3
Organisation Development & Crime Command	4
Station Ops	4
Total	33

Temporary Reasonable Adjustments

Area	Total
Operations	317
Organisational Development & Crime Command	4
Standards / Professional Standards	3
Grand Total	324

3. What roles are these officers currently undertaking within the force?

Tailored Reasonable Adjustments

Role	No
Organisational Development & Crime Command	4
Control Room	22
Operations/Standards	7
Total	33

We do not routinely record this information for those with a temporary adjustment.

4. What number of these are currently in Authorised Firearms Officer (AFO) posts?

No officers at this time are AFOs.

5. Out of the officers how many are currently listed as Temporary Non Capable and Permanent Non Capable?

Temporary Reasonable Adjustments 324

Tailored Reasonable Adjustments 33

6. How many of these are due to their inability to pass the force fitness test for whatever reasons?

'Temporary Reasonable Adjustments' are for officers who have a temporary limiting medical condition, are pregnant or post-maternity, are retiring or resigning, are subject to a conduct investigation, or are awaiting training.

'Tailored Reasonable Adjustments' are for officers who have a medical condition(s) that are considered a disability under the Equality Act and mean they are unable to undertake core elements of the role, for example Job Related Fitness Test, PST, Firearms.

As at 31st August 2018 and as defined above there are a total of 357 officers with adjustments.

7. How many officers are seconded to the vetting agency?

At present 8 officers are seconded to UK National Security Vetting

8. Out of these how many, if not all, are seconded due to a reasonable adjustment or inability to pass the force fitness test?

Officers are seconded for many reasons, some of which may include not being able to undertake or pass a fitness test.

9. How many officers are currently within the Unsatisfactory Performance Process (UPP)?"

Informal Process – Attendance or Medical Capability 208

Formal Process – Attendance or Medical Capability 94

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

MDP Sec Data Protection and Freedom of Information Office